

**To:** Cantor, Howard[cantor.howard@epa.gov]; McGrath, Shaun[McGrath.Shaun@epa.gov]; Smith, Paula[Smith.Paula@epa.gov]; Dunlap, Bridget[Dunlap.Bridget@epa.gov]; Kortuem, Patrice[Kortuem.Patrice@epa.gov]  
**Cc:** McClain-Vanderpool, Lisa[Mcclain-Vanderpool.Lisa@epa.gov]  
**From:** Mylott, Richard  
**Sent:** Tue 6/24/2014 7:20:11 PM  
**Subject:** FW: "Inappropriate Behavior"

All- inquiry from Gov Exec, deadline today. I'm not familiar with the status of this situation, but we should discuss appropriate messages for a concise response.

**From:** Eric Katz [mailto:ekatz@govexec.com]  
**Sent:** Tuesday, June 24, 2014 1:02 PM  
**To:** Mylott, Richard  
**Subject:** Fwd: "Inappropriate Behavior"

----- Forwarded message -----  
**From:** Eric Katz <ekatz@govexec.com>  
**Date:** Tue, Jun 24, 2014 at 2:29 PM  
**Subject:** "Inappropriate Behavior"  
**To:** [mylott.richard@epa.gov](mailto:mylott.richard@epa.gov)

Hi Richard,

Bit of an odd request for you. I was forwarded a strange email from region 8 and wanted to follow up with you to see if you could offer any insight. I will copy the email below and put my questions here. Have there been any developments in finding the culprit(s)? What other behavior has occurred? Why did the EPA need to hire an outside consultant for information on this situation -- it seems pretty clear the offense was not a good thing. What were the terms of that consultation? Please pass along any other comments you have on the issue.

Thanks for your help,

Eric

Here is the email to which I am referring:

-----Original Message-----

From: Howard Cantor [mailto:[Howard\\_Cantor@epamail.epa.gov](mailto:Howard_Cantor@epamail.epa.gov)]  
Sent: Tuesday, February 18, 2014 9:35 AM  
To: All Region 8 Employees  
Subject: Inappropriate Behavior – Your Assistance Requested  
Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8  
1595 Wynkoop Street  
DENVER, CO 80202-1129  
Phone [800-227-8917](tel:800-227-8917)  
<http://www.epa.gov/region08>  
February 18, 2014

Ref: 8RA

#### MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed//  
Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

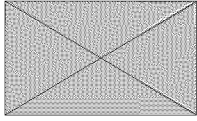
Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.

**Eric Katz**  
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